

**PAY DIFFERENTIAL 200**  
**SHORT SHIFT CHANGE – BARGAINING UNITS 12 AND 13**

Established: 07/01/99

Revised: 07/01/22

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
All Classes	Various	R12, R13	All Departments

RATE	EARNINGS ID
One-and one-half times the employee's regular rate of pay. (Including the regular pay for a <u>TOTAL</u> of one-and one-half.)	GO

CRITERIA
<p>Short Shift Change: The State shall provide at least twenty-four (24) hour notice to employees prior to making a short shift change. A short shift change is defined as a change in the hours of work in a day and/or the days of work in week where such changes shall be for a duration of less than ten (10) calendar days. Failure to provide such notice shall result in the employee being paid a premium of one and one-half times the regular rate of pay for the entire first shift affected by the short shift change. For purposes of this section, a short shift change does not occur if the employee's normal scheduled workday is extended as a result of an order to report early or stay late.</p> <p>Temporary Shift Change: The State shall provide at least three (3) working days notice to employees prior to making a temporary shift change. A temporary shift change is defined as a change in the hours of work in a day and/or the days of work in a week where such change shall be for duration of ten (10) to thirty (30) calendar days. Failure to provide such notice shall result in the employee being paid a premium of one-half times the regular rate of pay for all hours worked on the temporary shift prior to the passage of the three (3) day notice period.</p>

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

\*Retired Annuitants are not eligible unless appointed under Government Code section 21232.